52225-3-U

ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL AND EMPLOYEES IN NONCERTIFIED POSITIONS

1984-85

JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

1984-85 STATISTICAL REPORT

PUBLIC SCHOOL CERTIFIED PERSONNEL AND EMPLOYEES IN NONCERTIFIED POSITIONS

INTRODUCTION.....i-iv

SCHOOL DISTRICT MEMBERSHIP GROUPS WITH TEACHER FTE & STUDENT/TEACHER RATIO BY DISTRICT 1-5

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES.....7-8

SALARY.....9-12

EXPERIENCE.....13

AGE.....14

EDUCATIONAL ATTAINMENT.....15

SOURCE OF EDUCATION.....16

TURNOVER.....17

NONCERTIFIED STAFF

NUMBER OF NONCERTIFIED EMPLOYEES.....18

SALARY.....19-22

INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1984. Salary information for both certified and non-certified staff was supplied for the 1984-85 school year. Due to delayed negotiations, two districts estimated salary data for use in the salary tables.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was drawn from the enrollment reports submitted by school districts as of October 1, 1984. District membership is defined as the total student enrollment for the district less the total student withdrawal as of the above date. (Note: student membership figures are different from the enrollments in the Department of Education's annual Fall Enrollment Report.) The five membership groups are: districts with over 5,000 students, 2,500-4,999 students, 1,000-2,499 students, 500-999 students, and 1-499 students. See page 1 of this report for a list of the school districts within each enrollment size category.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are classified into 22 basic categories. These categories, the abbreviations used in the statistical tables, and, in some cases, definitions of the categories are listed below:

Superintendent
Assistant Superintendent
Director -- Administrator of a District-wide educational program
Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area
Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district
Elementary Principal
Secondary Principal
Assistant Principal
Elementary Teacher -- Certified teacher who works with students in grades K-6
Secondary Teacher -- Certified teacher who works with students in grades 7-12
Librarian
Counselor
School Psychologist
Psychological Examiner
School Nurse
School Social Worker
Speech and Hearing Therapist -- Sp./H. Therapist
Head Teacher
Dean of Boys/Doan of Girls
Business Manager
Intern (Teacher/Administrator)
Media Generalist

For clarity of tabular presentation, these 22 categories have been grouped in many places in this report. The activity groups and the abbreviations used in the tables are listed below:

Grouping into 11 activity groups:

1. Superintendents
2. Other Dist. Adm.: Assistant Superintendents, Directors, and Business Managers
3. Cur./Prog. Serv.: Supervisor/Coordinators and Consultants/Specialists
4. Sec. Principals
5. Elem. Principals
6. Asst. Principals
7. Media Services: Librarians and Media Generalists

8. Guid. Services: Student Guidance Services, including Counselors, School Psychologists, Psychological Examiners, School Social Workers, and Deans
9. Health Services: Student Health Services, including School Nurses and Speech and Hearing Therapists
10. Sec. Teachers: Secondary Teachers only
11. Elem. Teachers: Elementary Teachers only.

Groupings into 4 activity groups:

1. District-wide Administration:

   Superintendents
   Assistant Superintendents
   Directors
   Supervisors/Coordinators
   Consultants/Specialists
   Business Managers

2. School Administration:

   Elementary Principals
   Head Teachers
   Secondary Principals
   Assistant Principals

3. Student Services:

   Librarians
   Media Generalists
   Counselors
   School Psychologists
   Psychological Examiners
   School Nurses
   School Social Worker
   Speech and Hearing Therapists
   Deans

4. Instructional Services:

   Elementary Teachers
   Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CLASSIFICATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing 2 or more activities have been counted in the activity that appears highest on the list of 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in 2 or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership, for example, is 207,968 pupils. Enrollment for the same period without deduction of withdrawals is 210,700 pupils. The counts of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). Ratios based upon the larger enrollments and actual teacher counts would vary accordingly. It should be noted that all teachers are counted including special education and resource room teachers.

A statewide summary can be found following the district listing on page 6.

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
DISTRICTS WITH OVER 5,000 STUDENTS (10 Districts, Total Membership -- 93,461)					
1.	001	Boise Ind.	21,739	1055.6	20.6
2.	025	Pocatello	12,878	579.2	22.2
3.	002	Meridian	12,660	593.6	21.3
4.	091	Idaho Falls	8,656	394.6	21.9
5.	271	Coeur d'Alene	7,070	312.7	22.6
6.	131	Nampa	7,002	347.8	20.1
7.	093	Bonneville	6,722	286.0	23.5
8.	411	Twin Falls	6,616	295.5	22.4
9.	151	Cassia Co.	5,065	236.4	21.4
10.	082	Bonner Co.	5,053	260.4	19.4
DISTRICTS WITH 2,500 - 4,999 STUDENTS (11 Districts, Total Membership -- 39,832)					
11.	340	Lewiston	4,779	221.9	21.5
12.	331	Minidoka	4,603	226.7	20.3
13.	055	Blackfoot	4,510	218.1	20.7
14.	132	Caldwell	4,107	199.2	20.6
15.	321	Madison	3,794	146.5	25.9

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
DISTRICTS WITH 2,500 - 4,999 STUDENTS CONTINUED...					
16.	193	Mountain Home	3,560	184.6	19.3
17.	251	Jefferson Co.	3,469	144.7	24.0
18.	273	Post Falls	3,112	149.2	20.9
19.	261	Jerome Co.	2,734	120.2	22.8
20.	215	Fremont Co.	2,599	122.4	21.2
21.	281	Moscow	2,565	140.7	18.2
DISTRICTS WITH 1,000 - 2,499 STUDENTS (28 Districts, Total Membership -- 47,174)					
22.	221	Emmett	2,399	101.0	23.8
23.	391	Kellogg	2,262	120.5	18.8
24.	052	Snake River	2,246	96.5	23.3
25.	272	Lakeland	2,245	100.5	22.3
26.	139	Canyon	2,119	107.0	19.8
	201	Preston	2,119	90.0	23.5
27.	060	Shelley	2,085	88.0	23.7
28.	171	Orofino	2,035	120.0	17.0
29.	003	Kuna	2,019	91.1	22.2
30.	241	Grangeville	1,966	110.6	17.8
31.	061	Blaine Co.	1,946	110.5	17.6
32.	033	Bear Lake	1,736	72.9	23.8
33.	134	Middleton	1,716	80.9	20.3
34.	021	Marsh Valley	1,699	83.1	20.5
35.	381	American Falls	1,643	82.5	19.9
36.	371	Payette	1,589	79.1	20.1
37.	431	Weiser	1,553	75.3	20.6
38.	412	Buhl	1,540	77.5	19.9
39.	041	St. Maries	1,474	74.2	19.9

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
DISTRICTS WITH 1,000-2,499 STUDENTS CONTINUED...					
40.	291	Salmon	1,463	65.5	22.3
41.	101	Boundary Co.	1,422	74.8	19.0
42.	150	Soda Springs	1,300	58.5	22.2
43.	393	Wallace	1,194	81.1	14.7
44.	231	Gooding Co.	1,119	61.1	18.3
45.	373	Fruitland	1,090	57.5	19.0
46.	413	Filer	1,089	59.5	18.3
47.	322	Sugar-Salem	1,084	47.6	22.8
48.	421	McCall-Donnelly	1,022	56.0	18.3
DISTRICTS WITH 500 - 999 STUDENTS (25 Districts, Total Membership 18,279)					
49.	370	Homedale	985	41.5	23.7
50.	059	Firth	965	46.6	20.7
51.	351	Oneida Co.	942	46.1	20.4
52.	232	Wendell	932	45.9	20.3
53.	137	Parma	902	50.5	17.9
54.	414	Kimberly	890	45.4	19.6
55.	181	Challis	855	46.0	18.6
56.	058	Aberdeen	809	47.5	17.0
57.	401	Teton Co.	807	38.7	20.9
58.	111	Arco	802	39.1	20.5
59.	148	Grace	767	35.1	21.9
60.	253	West Jefferson	765	39.0	19.6
61.	372	New Plymouth	753	41.0	18.4
62.	284	Whitepine	714	47.0	15.2
63.	192	Glenns Ferry	662	36.0	18.4
64.	262	Valley	650	32.0	20.3
65.	304	Kamiah	633	34.0	18.6

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
DISTRICTS WITH 500 - 999 STUDENTS CONTINUED.....					
66.	363	Marsing	618	36.4	17.0
67.	252	Ririe	589	28.8	20.5
68.	285	Potlatch	587	34.0	17.3
69.	341	Lapwai	558	37.0	15.1
70.	242	Cottonwood	542	32.5	16.7
	202	West Side	542	31.0	17.5
71.	365	Bruneau-Grand View	509	28.5	17.9
72.	136	Melba	501	28.5	17.6
DISTRICTS WITH UNDER 500 STUDENTS (42 Districts, Total Membership -- 9,222)					
73.	133	Wilder	473	28.4	16.7
74.	013	Council	411	25.0	16.4
75.	042	Western Benewah	403	23.5	17.2
76.	312	Shoshone	385	23.7	16.2
77.	415	Hansen	361	21.5	16.8
78.	422	Cascade	352	18.6	18.9
79.	233	Hagerman	350	18.5	18.9
80.	182	Mackay	341	19.1	17.9
81.	283	Kendrick	335	21.0	16.0
82.	135	Notus	331	19.1	17.3
83.	274	Kootenai	327	21.6	15.1
84.	282	Genessee	321	20.0	16.1
85.	392	Mullan	316	25.1	12.6
86.	305	Highland	306	19.3	15.9
87.	417	Castleford	301	20.0	15.1
88.	149	North Gem	296	16.0	18.5
89.	432	Cambridge	254	18.5	13.4

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
DISTRICTS WITH UNDER 500 STUDENTS CONTINUED...					
90.	343	Tammany	252	13.2	19.1
91.	418	Murtaugh	249	18.0	13.8
92.	011	Meadows Valley	225	14.5	15.5
93.	073	Horseshoe Bend	204	13.0	15.7
94.	382	Rockland	201	12.6	16.0
95.	316	Richfield	198	16.5	12.0
96.	071	Garden Valley	194	14.4	13.5
97.	072	Basin Elementary	184	10.1	18.2
98.	302	Nez Perce	173	13.4	12.9
99.	121	Camas	166	13.5	12.3
100.	342	Culdesac	165	13.0	12.7
101.	161	Clark Co.	163	15.5	10.5
102.	234	Bliss	139	11.8	11.8
103.	314	Dietrich	136	10.5	13.0
104.	275	Worley	130	14.9	8.7
105.	433	Midvale	125	13.6	9.2
106.	292	South Lemhi	122	14.0	8.7
107.	092	Swan Valley	91	3.0	30.3
108.	138	Scism	77	5.7	13.5
109.	172	Elk River	69	11.7	5.9
110.	364	Pleasant Valley	33	1.0	33.0
111.	383	Arbon	23	2.0	11.5
	394	Avery	23	6.3	3.7
112.	191	Prairie	9	1.0	9.0
113.	416	Three Creek	8	1.0	8.0

STUDENT/TEACHER (FTE) RATIOS

DISTRICT SIZE (# OF STUDENTS)	TOTAL MEMBERSHIP	STUDENT/TEACHER RATIO *
5,000 +	93,461	21.4
2,500-4,999	39,832	21.3
1,000-2,499	47,174	20.3
500-999	18,279	18.9
1-499	9,222	14.8
STATEWIDE	207,968	20.5

*Student/Teacher Ratio is determined by dividing the total membership by the FTE total of the Elementary plus Secondary Teachers in the Activity group.

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES

Professional educators are employed primarily in the classroom. Currently, 86.9% are teachers, 2.7% are involved in district administration, 4.2% in school administration, and 6.2% in student services.

FTE, ACTUAL NUMBER, & PERCENTAGE OF CERTIFIED EMPLOYEES BY SEX FOR 22 ACTIVITY GROUPS

STATEWIDE

	FTE	TOTAL # IN CLASS	# MEN IN CLASS	# WOMEN IN CLASS	% MEN IN CLASS	% WOMEN IN CLASS	CLASS AS A % OF ALL CERT. EMPLOYEES
Superintendents	106.3	107	105	2	98%	2%	.9%
Asst. Supt.	27.0	27	27	0	100%	0%	.2%
Director	57.2	64	52	12	81%	19%	.5%
Supv./Coord.	62.8	69	39	30	57%	43%	.6%
Cons./Spec.	40.3	46	13	33	28%	72%	.4%
Elem. Principal	252.5	253	198	55	78%	20%	2.1%
Sec. Principal	169.8	170	162	8	95%	5%	1.4%
Asst. Principal	85.0	85	76	9	89%	11%	.7%
Elem. Teacher	5,315.5	5,481	827	4,654	15%	85%	45.5%
Sec. Teacher	4,838.4	4,980	2,813	2,167	56%	44%	41.4%
Librarian	114.9	118	20	98	17%	83%	1.0%
Counselor	258.8	265	162	103	61%	39%	2.2%
Psychologist	90.4	96	60	36	63%	35%	.8%
Psych. Examiner	3.9	5	3	2	60%	40%	.04%
School Nurse	44.6	52	1	51	2%	98%	.4%
Social Worker	18.0	18	10	8	56%	44%	.2%
Sp./H.Therapist	110.9	124	21	103	17%	83%	1.03%
Head Teacher	5.0	5	1	4	20%	80%	.04%
Dean	3.0	3	3	0	100%	0	.03%
Business Manager	8.0	8	7	1	88%	13%	.07%
Intern	5.0	6	3	3	50%	50%	.05%
Media Generalist	51.4	53	14	39	26%	74%	.44%
All Cert. Employees	11,668.7	12,035	4,617	7,418	38%	62%	100.00%

Column 5 and 6 in the table, % of Men in Class and % of Women in Class, are calculated as follows:
% of Men in Class= # Men in Class (column 3) divided by Total # in Class (column 2).
% of Women in Class = # Women in Class (column 4) divided by Total # in Class (column 2).

Column 7, Class as a % of All Certified Employees is calculated as follows:
Class as a % of All Certified Employees = Total # in Class (column 2) divided by Number of Certified Employees in the State (i.e., for 1984-85).

FTE, ACTUAL NUMBER & PERCENTAGE OF CERTIFIED EMPLOYEES FOR ELEVEN ACTIVITY GROUPS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

	DISTRICTS WITH 5,000 + STUDENTS (10 DISTRICTS)			DISTRICTS WITH 2,500-4,999 STUDENTS (11 DISTRICTS)			DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)		
	F.T.E.	# IN ACT. GRP.	ACT. GRP AS A % OF CERTIFIED EMPLOYEES	F.T.E.	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	F.T.E.	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	10.0	10	.2%	11.0	11	.5%	28.0	28	1.0%
Other Dist. Adm.	41.0	41	.8%	30.0	31	1.4%	16.3	18	.7%
Cur/Prog. Serv.	63.0	63	1.2%	23.8	25	1.1%	8.3	10	.4%
Elem. Principals	109.0	109	2.1%	52.0	52	2.4%	63.5	64	2.3%
Sec. Principals	49.0	49	1.0%	29.0	29	1.3%	50.8	51	1.9%
Media Services	45.3	47	.9%	29.0	29	1.3%	48.4	49	1.8%
Guid. Services	173.9	176	3.4%	65.7	67	3.0%	86.4	89	3.2%
Health Services	81.8	85	1.7%	23.5	26	1.2%	36.4	41	1.5%
Elem. Teacher	2,327.8	2,392	46.9%	983.1	1,012	45.9%	1,193.3	1,221	44.5%
Sec. Teacher	2,035.3	2,073	40.7%	885.6	906	41.2%	1,133.3	1,159	42.2%
Asst. Principal	55.0	55	1.1%	15.0	15	.7%	14.0	14	.5%
All Cert. Employees	4,991.1	5,100	100.0%	2,147.7	2,203	100.0%	2,678.9	2,744	100.0%

	DISTRICTS WITH 500-999 STUDENTS (25 DISTRICTS)			DISTRICTS WITH 1-499 STUDENTS (42 DISTRICTS)		
	F.T.E.	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	F.T.E.	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	24.0	24	2.0%	33.3	34	4.5%
Other Dist. Adm.	3.5	6	.5%	1.3	3	.4%
Cur./Prog. Serv.	6.0	11	.9%	1.9	6	.8%
Elem. Principals	21.0	21	1.8%	12.0	12	1.5%
Sec. Principals	30.0	30	2.5%	11.0	11	1.4%
Asst. Principals	1.0	1	.1%	0.0	0	0.0%
Media Services	24.9	25	2.1%	18.7	21	2.7%
Guid. Services	31.3	34	2.9%	16.7	21	2.7%
Health Services	10.8	17	1.4%	2.9	7	.8%
Elem. Teacher	500.1	521	43.8%	310.9	335	42.2%
Sec. Teacher	468.9	499	42.0%	315.4	343	43.2%
All Cert. Employees	1,121.5	1,189	100.0%	724.1	793	100.0%

SALARY -- STATEWIDE

AVERAGE SALARY, AVERAGE EXTRA PAY, AVERAGE SALARY PLUS EXTRA PAY AND NUMBER OF CERTIFIED EMPLOYEES BY 22 JOB CLASSIFICATIONS AND SEX

	ACTUAL NUMBER	AVERAGE SALARY ALL	AVERAGE SALARY MEN	AVERAGE SALARY WOMEN	AVERAGE EXTRA PAY MEN	AVERAGE EXTRA PAY WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	AVERAGE SALARY PLUS EXTRA PAY MEN	AVERAGE SALARY PLUS EXTRA PAY WOMEN
Superintendent	107	37,330	37,215	43,357	2,760	0	37,742	37,635	43,357
Asst. Supt.	27	39,781	39,781	0	197	0	39,810	39,810	0
Director	64	28,424	28,733	27,083	3,409	4,144	29,493	29,651	28,809
Supv./Coord.	69	25,485	26,204	24,551	2,163	1,915	25,868	26,537	24,998
Cons./Spec.	46	21,525	27,941	18,997	3,230	1,023	22,050	28,935	19,338
Elem. Principal	253	29,985	29,840	30,506	3,910	2,648	30,965	30,946	31,036
Sec. Principal	170	31,609	31,578	32,340	4,468	3,267	32,935	32,929	33,057
Asst. Principal	85	30,236	30,360	29,196	3,167	6,824	31,025	31,151	29,954
Elem. Teacher	5,481	19,016	20,055	18,831	1,120	646	19,139	20,410	18,913
Sec. Teacher	4,980	19,915	20,576	19,057	1,674	1,008	20,675	21,610	19,461
Librarian	118	20,898	21,366	20,802	1,028	1,069	21,275	21,880	21,151
Counselor	265	24,301	24,400	24,144	1,851	1,428	25,234	25,486	24,837
Psychologist	96	23,715	23,991	23,251	2,101	1,715	24,486	24,799	23,965
Psych. Examiner	5	14,436	18,743	7,975	0	0	14,436	18,743	7,975
School Nurse	52	16,588	11,588	16,686	0	168	16,620	11,588	16,719
Social Worker	18	21,919	22,245	21,511	2,462	1,176	22,453	22,737	22,099
Sp./H. Therapist	124	18,756	20,258	18,450	1,288	778	19,026	20,626	18,699
Head Teacher	5	22,960	18,720	24,020	1,000	1,267	23,667	19,720	24,654
Dean Boys/Girls	3	29,279	29,279	0	0	0	29,279	29,279	0
Business Manager	8	31,914	34,519	13,680	6,439	0	33,524	36,358	13,680
Intern	6	18,974	25,027	12,920	0	1,500	19,224	25,027	13,420
Media Generalist	53	20,210	23,832	18,910	1,015	460	20,406	24,049	19,099

The Average Salary in each category is calculated by dividing the total amount of salary paid to employees within the category (excluding extra pay) by the ACTUAL number of employees in the category:

AVERAGE SALARY in the activity group = Total actual amount of salary paid in activity group / Total ACTUAL number of employees in activity group

The Average Extra Pay in each category is calculated by dividing the total extra pay received by employees in the category by the ACTUAL number of employees in the category

AVERAGE EXTRA PAY in the activity group = Total extra pay received in the activity group / Total ACTUAL number of employees in activity group

The Average Salary Plus Extra Pay in each category is calculated by dividing the sum of the total salary and the total extra pay by the ACTUAL number of employees in each category:

AVERAGE SALARY PLUS EXTRA PAY in activity group = Total salary amount + total extra pay in activity group / Total ACTUAL number of employees in activity group

FTE Average -- The average salary excluding extra pay is $19,608 for elementary teachers and $20,497 for secondary teachers. The combined average is $20,032. The average salary including extra pay is $19,735 for elementary teachers and $21,280 for secondary teachers. The combined salary is $20,471.

DISTRICTS WITH MORE THAN 5,000 STUDENTS (10 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY ALL	AVERAGE SALARY MEN	AVERAGE SALARY WOMEN	AVERAGE EXTRA PAY MEN	AVERAGE EXTRA PAY WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	AVERAGE SALARY PLUS EXTRA PAY MEN	AVERAGE SALARY PLUS EXTRA PAY WOMEN
Superintendent	10	44,530	44,530	0	0	0	44,530	44,530	0
Asst. Supt.	11	43,058	43,058	0	95	0	43,067	43,067	0
Director	27	35,793	35,823	35,617	4,220	0	36,418	36,557	35,617
Supv./Coord.	41	30,649	32,970	27,683	1,096	759	30,758	33,006	27,809
Cons./Spec.	22	27,190	28,877	25,785	4,089	2,570	28,098	30,104	26,427
Elem. Principal	105	31,783	31,467	32,652	5,559	5,253	32,783	32,694	33,028
Sec. Principal	49	34,177	34,310	33,224	7,178	95	35,497	35,812	33,240
Asst. Principal	55	30,690	30,695	30,636	3,291	6,824	31,472	31,419	32,001
Elem. Teacher	2,392	19,788	21,468	19,528	399	188	19,818	21,562	19,548
Sec. Teacher	2,073	21,099	21,885	20,201	1,026	720	21,583	22,576	20,450
Librarian	35	22,021	22,807	21,824	1,463	625	22,152	23,016	21,936
Counselor	115	26,484	27,463	25,523	1,093	1,250	26,939	27,943	25,953
Psychologist	45	27,292	27,796	26,535	2,096	1,900	27,880	28,495	26,958
Psych. Examiner	3	18,743	18,743	0	0	0	18,743	18,743	0
School Nurse	30	19,466	11,588	19,737	0	735	19,490	11,588	19,763
Social Worker	11	23,925	23,117	25,919	1,795	1,700	24,242	23,401	26,486
Sp./H. Therapist	55	21,242	23,709	20,694	50	734	21,472	23,724	20,971
Head Teacher	4	22,476	18,720	23,728	1,000	1,267	23,359	19,720	24,572
Dean Boys/Girls	2	33,593	33,593	0	0	0	33,593	33,593	0
Business Manager	3	41,708	41,708	0	0	0	41,708	41,708	0
Intern	3	26,924	32,875	15,021	0	0	26,924	32,875	15,021
Media Generalist	12	19,572	27,901	16,795	710	95	19,639	28,138	16,806

DISTRICTS WITH 2,500 - 4,999 STUDENTS (11 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY ALL	AVERAGE SALARY MEN	AVERAGE SALARY WOMEN	AVERAGE EXTRA PAY MEN	AVERAGE EXTRA PAY WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	AVERAGE SALARY PLUS EXTRA PAY MEN	AVERAGE SALARY PLUS EXTRA PAY WOMEN
Superintendent	11	44,360	44,583	43,357	1,826	0	44,526	44,786	32,357
Asst. Supt.	10	38,568	38,568	0	230	0	38,637	38,637	0
Director	18	27,688	27,839	26,481	3,930	766	28,823	29,068	26,864
Supv./Coord.	12	20,603	24,471	17,840	0	2,208	20,971	24,471	18,471
Cons./Spec.	13	21,193	24,823	20,104	653	1,013	21,321	25,041	20,205
Elem. Principal	52	30,002	30,205	29,326	1,840	1,474	30,505	30,711	29,817
Sec. Principal	29	33,562	33,878	29,291	3,148	6,438	34,327	34,461	32,510
Asst. Principal	15	30,434	30,880	27,536	2,294	0	31,199	31,762	27,536
Elem. Teacher	1,012	19,170	20,089	19,021	1,165	734	19,317	20,420	19,139
Sec. Teacher	906	20,194	21,272	18,973	1,755	1,120	20,937	22,293	19,403
Librarian	22	22,810	22,760	22,830	1,226	1,719	23,290	23,373	23,259
Counselor	47	24,591	25,006	23,705	1,985	1,630	25,825	26,309	24,792
Psychologist	16	21,661	33,166	21,155	1,925	2,521	22,772	23,129	22,416
Psych. Examiner	1	5,661	0	5,661	0	0	5,661	0	5,661
School Nurse	3	20,422	0	20,422	0	0	20,422	0	20,422
Social Worker	3	18,002	16,375	18,815	0	1,430	18,955	16,375	20,245
Sp./H. Therapist	23	18,955	20,870	18,552	1,507	534	19,109	21,623	18,580
Head Teacher	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	3	31,315	31,315	0	10,522	0	34,823	34,823	0
Intern	0	0	0	0	0	0	0	0	0
Media Generalist	7	21,949	22,732	20,906	0	534	22,026	22,732	21,084

DISTRICTS WITH 1,000 - 2,499 STUDENTS (28 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY ALL	MEN	WOMEN	AVERAGE EXTRA PAY MEN	WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	MEN	WOMEN
Superintendent	28	39,560	39,560	0	5,975	0	39,774	39,774	0
Asst. Supt.	6	35,796	35,796	0	0	0	35,796	35,796	0
Director	11	24,147	26,453	21,380	1,164	5,047	25,841	27,034	24,409
Supv./Coord.	8	22,223	21,480	22,669	2,700	3,357	23,400	22,380	24,012
Cons./Spec.	2	19,431	0	19,431	0	219	19,541	0	19,541
Elem. Principal	63	29,540	29,393	30,552	4,234	1,200	30,634	30,624	30,702
Sec. Principal	51	30,467	30,467	0	5,387	0	32,052	32,052	0
Asst. Principal	14	28,552	28,768	27,255	4,089	0	29,136	29,449	27,255
Elem. Teacher	1,221	18,667	19,385	18,529	1,220	869	18,792	19,730	18,611
Sec. Teacher	1,159	19,295	19,985	18,215	1,927	1,198	20,214	21,187	18,692
Librarian	29	20,630	17,853	20,765	1,444	1,232	21,190	18,297	21,293
Counselor	62	22,757	22,985	22,241	1,994	1,548	23,957	24,284	23,219
Psychologist	23	22,912	23,352	21,327	2,472	948	24,680	24,176	21,895
Psych. Examiner	0	0	0	0	0	0	0	0	0
School Nurse	11	14,547	0	14,547	0	151	14,602	0	14,602
Social Worker	3	18,900	0	18,900	0	143	18,948	0	18,948
Sp./H. Therapist	30	17,385	18,013	17,228	4,563	1,061	17,784	19,154	17,574
Head Teacher	1	24,897	0	24,897	0	0	24,897	0	24,897
Dean Boys/Girls	1	22,000	22,000	0	0	0	22,000	22,000	0
Business Manager	1	22,560	22,560	0	2,356	0	24,916	24,916	0
Intern	3	11,023	9,331	11,870	0	1,500	11,523	9,331	12,750
Media Generalist	20	20,419	23,160	19,505	1,167	583	20,739	23,626	19,777

DISTRICTS WITH 500 - 999 STUDENTS (25 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY ALL	MEN	WOMEN	AVERAGE EXTRA PAY MEN	WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	MEN	WOMEN
Superintendent	24	36,045	36,045	0	4,530	0	36,989	36,989	0
Asst. Supt.	0	0	0	0	0	0	0	0	0
Director	6	13,418	11,569	22,659	3,852	4,811	15,503	13,110	27,470
Supv./Coord.	6	11,599	11,569	0	2,696	0	12,947	12,947	0
Cons./Spec.	5	8,750	0	8,750	0	215	8,879	0	8,879
Elem. Principal	21	26,812	26,849	26,588	2,669	6,209	28,124	28,035	28,658
Sec. Principal	30	28,771	28,771	0	3,269	0	30,297	30,297	0
Asst. Principal	1	25,923	25,923	0	4,325	0	30,248	30,248	0
Elem. Teacher	521	17,543	18,457	17,332	1,779	1,176	17,854	19,329	17,512
Sec. Teacher	499	18,082	18,332	17,658	2,175	1,429	19,343	19,877	18,439
Librarian	16	20,476	21,663	20,307	2,146	721	20,881	22,736	20,616
Counselor	24	21,503	21,922	20,485	2,228	2,116	23,058	23,495	21,996
Psychologist	8	15,933	14,647	16,705	4,732	1,298	17,174	16,224	17,743
Psych. Examiner	1	10,289	0	10,289	0	0	10,289	0	10,289
School Nurse	5	8,564	0	8,564	0	77	8,610	0	8,610
Social Worker	1	20,657	20,657	0	3,128	0	23,785	23,785	0
Sp./H. Therapist	12	13,691	10,934	14,610	0	0	13,691	10,934	14,610
Head Teacher	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0
Intern	0	0	0	0	0	0	0	0	0
Media Generalist	9	20,362	23,403	19,981	0	295	20,525	23,403	20,166

DISTRICTS WITH UNDER 500 STUDENTS (42 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY ALL	AVERAGE SALARY MEN	AVERAGE SALARY WOMEN	AVERAGE EXTRA PAY MEN	AVERAGE EXTRA PAY WOMEN	AVERAGE SALARY PLUS EXTRA PAY ALL	AVERAGE SALARY PLUS EXTRA PAY MEN	AVERAGE SALARY PLUS EXTRA PAY WOMEN
Superintendent	34	32,007	32,007	0	1,522	0	32,410	32,410	0
Asst. Supt.	0	0	0	0	0	0	0	0	0
Director	2	4,098	4,098	0	0	0	4,098	4,098	0
Supv./Coord.	2	3,630	3,630	0	0	0	3,630	3,630	0
Cons./Spec.	4	8,456	0	8,456	0	554	8,872	0	8,872
Elem. Principal	12	22,065	22,164	21,867	3,787	1,773	23,770	24,057	23,197
Sec. Principal	11	28,051	28,051	0	2,002	0	29,143	29,143	0
Asst. Principal	0	0	0	0	0	0	0	0	0
Elem. Teacher	335	16,597	17,620	16,332	1,550	1,052	17,017	18,518	16,628
Sec. Teacher	343	16,791	17,380	15,906	1,992	1,025	17,990	18,928	16,579
Librarian	16	16,719	17,735	16,380	386	1,019	17,134	18,121	16,805
Counselor	17	18,304	17,399	21,247	2,696	322	19,788	19,265	21,488
Psychologist	4	11,874	11,874	0	730	0	12,421	12,421	0
Psych. Examiner	0	0	0	0	0	0	0	0	0
School Nurse	3	4,828	0	4,828	0	58	4,866	0	4,866
Social Worker	0	0	0	0	0	0	0	0	0
Sp./H. Therapist	4	8,919	0	8,919	0	586	9,212	0	9,212
Head Teacher	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	1	13,680	0	13,680	0	0	13,680	0	13,680
Intern	0	0	0	0	0	0	0	0	0
Media Generalist	5	18,198	19,810	17,795	0	590	18,434	19,810	18,090

ESTIMATED AVERAGE PER CHILD SALARY EXPENDITURE
FOR FOUR ACTIVITY CATEGORIES IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

Estimated average per child salary expenditure is calculated by dividing the total average salary in each activity category by the total student membership in each size classification. The total average salary has been calculated by multiplying the actual number of employees by the total average salary for the activity category. The total average salary includes base salary and extra pay.

	DIST. ADMIN.	SCHOOL ADMIN.	STUDENT SERVICES	INSTRUCTION	ALL CERT. ACTIVITIES
Over 5,000	$42	$75	$80	$986	$1183
2,500 - 4,999	$51	$77	$70	$967	$1165
1,000 - 2,499	$40	$85	$73	$983	$1181
500 - 999	$60	$84	$69	$1037	$1250
Under 500	$126	$66	$89	$1287	$1568

EXPERIENCE

Experience, as shown in the following table, includes total experience in education -- in-state, out-of-state, public and non-public school service.

NUMBER OF CERTIFIED EMPLOYEES BY EXPERIENCE
FOR ELEVEN ACTIVITY GROUPS

	EXPERIENCE IN EDUCATION (IN YEARS)						
	1st	2-5	6-10	11-15	16-20	21-30	31+
Superintendents	0	0	6	10	25	47*	19
Other Dist. Adm.	0	3	13	15	18	39*	11
Cur./Prog. Serv.	2	8	17	20	38*	23	7
Elem. Principals	0	0	27	55	71*	85	20
Sec. Principals	1	0	14	39	33*	65	18
Asst. Principals	0	3	9	16	19*	31	7
Media Services	6	11	30	35	36*	44	9
Guid. Services	7	45	60	84*	84	76	31
Health Services	12	47	53*	33	18	11	2
Elem. Teachers	309	1,137	1,478*	1,186	661	591	120
Sec. Teachers	281	779	1,197	1,150*	778	657	139
All Cert. Employees	618	2,033	2,904	2,643*	1,781	1,669	383

*An asterisk indicates the median experience range for the corresponding activity group.

AGE

NUMBER OF CERTIFIED EMPLOYEES BY AGE FOR 22 JOB CLASSIFICATIONS

STATEWIDE

	Under 21 Years	21-25 Years	26-30 Years	31-35 Years	36-40 Years	41-45 Years	46-50 Years	51-55 Years	56-60 Years	Over 60 Years
Superintendents	0	0	0	1	11	22	27	25	16	5
Asst. Supt.	0	0	0	0	3	6	6	6	4	2
Director	0	0	7	7	14	7	8	10	10	1
Supv./Coord.	1	0	1	9	10	19	10	8	8	3
Cons./Spec.	0	2	0	11	11	8	9	1	3	1
Elem. Principal	0	0	3	33	45	58	52	30	25	7
Sec. Principal	0	1	1	20	25	34	35	22	25	7
Asst. Principal	0	1	2	12	18	15	12	15	7	3
Elem. Teacher	1	367	803	1,090	1,053	721	533	396	345	173
Sec. Teacher	0	221	608	983	1,135	792	511	356	267	108
Librarian	0	0	2	14	20	13	14	21	21	13
Counselor	0	0	6	28	56	55	40	34	29	17
Psychologist	0	1	9	14	24	15	18	7	6	2
Psych. Examiner	0	0	1	1	1	0	1	0	0	1
School Nurse	0	0	1	8	7	9	3	9	10	5
Social Worker	0	0	3	7	3	3	1	1	0	0
Sp./H. Therapist	0	9	33	36	24	7	5	4	3	3
Head Teacher	0	0	0	2	0	0	1	2	0	0
Dean Boys/Girls	0	0	1	0	0	1	1	0	0	0
Business Manager	0	0	1	0	1	0	3	2	1	0
Intern	0	0	3	1	0	0	1	1	0	0
Media Generalist	0	0	2	5	12	6	10	6	8	4
All Cert. Employees	2	602	1,486	2,281	2,473	1,791	1,301	956	788	355

MEDIAN AGE GROUP FOR CERTIFIED EMPLOYEES IN FOUR ACTIVITY GROUPS

STATEWIDE

District Administration	46-50
School Administration	41-45
Student Services	41-45
Instructional Services	36-40

The median age group for all certified employees is 36-40 years.

EDUCATIONAL ATTAINMENT

Only 1.1% of certified employees in Idaho's public schools hold less than a bachelor's degree. Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certification.

NUMBER OF CERTIFIED EMPLOYEES BY HIGHEST DEGREE EARNED IN 22 JOB CLASSIFICATIONS

STATEWIDE

	NONE	ASSOC.	BA/BS	MA/MS	6-YEAR	DOCTOR	OTHER
Superintendents	0	0	0	69	9	29	0
Asst. Supt.	0	0	0	18	3	6	0
Director	0	0	7	45	2	10	0
Supv./Coord.	0	1	23	41	2	2	0
Cons./Spec.	0	0	13	32	0	1	0
Elem. Principal	0	1	10	222	9	10	1
Sec. Principal	0	0	3	155	7	5	0
Asst. Principal	0	0	3	75	3	4	0
Elem. Teacher	0	12	4,568	895	4	3	0
Sec. Teacher	20	12	3,644	1,245	3	14	43
Librarian	0	1	91	25	0	1	0
Counselor	0	0	16	246	2	1	0
Psychologist	0	2	1	63	10	20	0
Psych. Examiner	0	0	0	5	0	0	0
School Nurse	1	12	15	3	0	0	21
Social Worker	0	0	0	18	0	0	0
Sp./H. Therapist	0	0	9	113	0	2	0
Head Teacher	0	0	2	3	0	0	0
Dean Boys/Girls	0	0	1	0	2	0	0
Business Manager	0	0	2	6	0	0	0
Intern	0	0	3	3	0	0	0
Media Generalist	0	0	39	14	0	0	0
All Cert. Employees	21	41	8,450	3,296	56	108	65

SOURCE OF EDUCATION

In 1984-85, 54.4% of all certified employees received their highest degree from an Idaho educational institution. The percentage of district administrators receiving their highest degree in Idaho was 52.0%, while 59.8% of school administrators, 51.4% of student service personnel, and 54.5% of Idaho's teachers received their highest degree within the state.

NUMBER OF CERTIFIED EMPLOYEES BY SOURCE OF EDUCATION
FOR HIGHEST DEGREE IN 22 JOB CLASSIFICATIONS

STATEWIDE

	NON-IDAHO	IN-STATE	BOISE STATE	IDAHO STATE	COLL. IDAHO	UNIV. IDAHO	OTHER IDAHO
Superintendents	52	55	2	10	7	36	0
Asst. Supt.	12	15	1	2	4	8	0
Director	33	31	1	11	2	15	2
Supv./Coord.	37	32	2	7	3	14	6
Cons./Spec.	18	28	10	6	0	9	3
Elem. Principal	108	145	23	42	33	43	4
Sec. Principal	67	103	3	22	26	51	1
Asst. Principal	28	57	0	14	16	25	2
Elem. Teacher	2,473	3,009	843	840	231	696	399
Sec. Teacher	2,293	2,688	571	715	217	892	293
Librarian	49	69	13	18	5	26	7
Counselor	94	171	12	49	54	51	5
Psychologist	55	41	0	19	4	16	2
Psych. Examiner	2	3	0	1	0	2	0
School Nurse	32	20	13	3	0	3	1
Social Worker	18	0	0	0	0	0	0
Sp./H. Therapist	81	43	3	38	1	0	1
Head Teacher	3	2	0	0	0	2	0
Dean Boys/Girls	0	3	1	2	0	0	0
Business Manager	2	6	1	1	1	3	0
Intern	2	4	1	1	0	1	1
Media Generalist	26	27	4	9	1	9	4
All Cert. Employees	5,485	6,552	1,504	1,810	605	1,902	731
% of All Cert. Employees	45.6%	54.4%	12.5%	15.0%	5.0%	15.8%	6.1%

TURNOVER

Between Sept. 1, 1983 and August 31, 1984, 11.6% of certified employees left their school districts. The reasons for leaving are identified in the following tables of turnover rates.

CERTIFIED STAFF TURNOVER
FOR FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS AND STATEWIDE

DISTRICTS WITH	TOTAL # OF TERMINATIONS	TURNOVER % ALL REASONS COMBINED		
		TOTAL	MEN	WOMEN
Over 5,000 Students	475	34.9	32.6	67.4
2,500 -4,999 Students	229	16.8	30.1	69.9
1,000 - 2,499 Students	345	25.2	34.7	65.3
500 - 999 Students	180	13.2	45.6	54.4
Under 500 Students	133	9.8	44.4	55.6
STATEWIDE	1,360	100.0	35.6	64.4

Reductions in force have been accurately identified for the first time and are included.

DISTRICTS WITH	% LEAVING TO WORK IN IDAHO SCHOOL DISTRICT	% LEAVING TO WORK IN OUT OF STATE SCHOOL	% LEAVING PROFESSION	% LEAVING RETURN TO SCHOOL
Over 5,000 Students	13.1	18.4	26.1	1.2
2,500 - 4,999 Students	14.4	27.1	21.9	2.2
1,000 - 2,499 Students	21.5	21.3	22.7	6.1
500 - 999 Students	25.0	22.8	21.1	5.0
Under 500 Students	30.1	24.0	28.5	3.8
STATEWIDE	18.6	21.7	24.1	3.4

	% LEAVING DUE TO TRANSFER OF SPOUSE	% LEAVING TO RETIRE	DEATH	% LEAVE OF ABSENCE	% REDUCTION IN FORCE
Over 5,000 Students	8.6	15.0	1.5	15.8	.4
2,500 - 4,999 Students	12.2	12.2	1.3	8.3	.4
1,000 - 2,499 Students	7.9	12.9	1.5	5.0	1.2
500 - 999 Students	5.0	12.2	.6	3.3	5.0
Under 500 Students	3.0	6.8	0	0.8	3.0
STATEWIDE	8.0	12.8	1.2	8.7	1.5

The percentages were calculated in the following way:

$$\text{\% of Certified Staff Turnover for X reason} = \frac{\text{\# of Certified Staff leaving employment for X reason between 9/1/83 and 8/31/84}}{\text{Total \# of Certified Staff terminations within district size category}}$$

NONCERTIFIED STAFF

Employees working in the positions reported in this section are distinguished from those in the certified employees section by the fact they are not required to hold a teaching certificate.

NUMBER OF NONCERTIFIED EMPLOYEES

STATEWIDE

	ACTUAL NUMBER *	F.T.E.**	ACTUAL NUMBER MEN	F.T.E. MEN	ACTUAL NUMBER WOMEN	F.T.E. WOMEN
Professional Services	18	11.1	6	3.9	12	7.2
Nurse	11	4.0	0	0.0	11	4.0
Social Worker	1	0.1	0	0.0	1	0.1
Special Project Personnel	145	81.4	19	9.4	126	72.0
Clerk-Board of Trustees	94	45.9	8	2.5	86	43.4
Business Manager	24	19.5	14	13.3	10	6.2
Public Information	5	3.6	0	0.0	5	3.6
Office Clerical-District	309	238.8	6	4.6	303	234.2
Office Clerical-Elem.	307	176.3	0	0.0	307	176.3
Office Clerical-Sec.	343	228.3	0	0.0	343	228.3
Teacher Aide	1,779	838.3	31	14.2	1,748	824.1
Library Aide	224	120.1	3	1.3	221	118.8
Technical Services	23	20.6	22	20.5	1	0.1
Maintenance Supervisor	75	70.0	75	70.0	0	0.0
Maintenance Worker	266	240.6	260	237.3	6	3.3
Janitor, Custodian	1,252	990.5	856	731.6	396	258.9
Transportation Supervisor	80	57.5	74	54.8	6	2.7
Vehicle Operator	1,199	340.1	515	136.7	684	203.4
Attendance Officer	18	9.2	6	2.9	12	6.3
Other	117	68.7	47	36.8	70	31.9
Food Service-Supervisor	75	47.5	5	2.1	70	45.4
Food Service-Manager	223	112.2	0	0.0	223	112.2
Food Service-Cook	857	370.6	0	0.0	857	370.6
Food Service-Other	392	127.9	13	6.4	379	121.5
ALL ACTIVITIES COMBINED	7,837	4,222.8	1,960	1,348.3	5,877	2,874.5

*Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total count of noncertified personnel.

**Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

NONCERTIFIED STAFF SALARY

AVERAGE ANNUAL SALARY, AVERAGE HOURLY PAY RATE, AND ACTUAL NUMBER OF NONCERTIFIED EMPLOYEES BY SEX IN 24 ACTIVITY GROUPS

STATEWIDE

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	18	6	12	$15,909	$20,004	$13,861	$13.09	$17.23	$11.02
Nurse	11	0	11	7,126	0	7,126	8.42	0	8.42
Social Worker	1	0	1	3,060	0	3,060	8.50	0	8.50
Special Project Personnel	145	19	126	8,124	11,800	7,569	6.38	9.07	5.97
Clerk-Board of Trustees	94	8	86	9,304	8,835	9,348	9.04	16.03	8.40
Business Manager	24	14	10	22,006	29,500	11,515	12.01	14.56	8.43
Public Information	5	0	5	11,605	0	11,605	7.84	0	7.84
Office Clerical-District	309	6	303	11,230	11,162	11,231	6.64	6.17	6.65
Office Clerical-Elem.	307	0	307	7,788	0	7,788	5.85	0	5.85
Office Clerical-Sec.	343	0	343	9,271	0	9,271	6.11	0	6.11
Teacher Aide	1,779	31	1,748	5,158	4,837	5,164	4.84	4.99	4.84
Library Aide	224	3	221	6,586	9,613	6,545	5.42	9.40	5.37
Technical Services	23	22	1	15,249	15,846	2,128	8.37	8.50	5.70
Maintenance Supervisor	75	75	0	18,527	18,527	0	9.41	9.41	0
Maintenance Worker	266	260	6	14,444	14,605	7,431	7.50	7.55	5.22
Janitor, Custodian	1,252	856	396	10,135	11,040	8,179	5.88	6.03	5.55
Transportation Supervisor	80	74	6	14,652	15,177	8,188	9.08	9.24	7.03
Vehicle Operator	1,199	515	684	4,494	4,365	4,591	6.56	6.76	6.41
Attendance Officer	18	6	12	8.761	12.312	6,985	7.12	9.40	5.98
Other	117	47	70	9,752	14,620	6,483	6.94	8.55	5.86
Food Service-Supervisor	75	5	70	10.644	8,810	10,775	7.34	8.12	7.28
Food Service-Manager	223	0	223	6,734	0	6,734	5.94	0	5.94
Food Service-Cook	857	0	857	5,044	0	5,044	5.04	0	5.04
Food Service-Other	392	13	379	3,866	6,728	3,789	4.81	5.74	4.78
ALL ACTIVITIES COMBINED	7,837	1,960	5,877	7,270	10,369	6,236	5.88	6.93	5.53

The Average Annual Salary is calculated by dividing the total annual salary paid to employees within the job category by the actual number of employees in the category:

$$\text{AVERAGE ANNUAL SALARY in the activity group} = \frac{\text{Total actual annual salary rounded for all employees in activity group}}{\text{Total ACTUAL number of employees in the activity group}}$$

The Average Hourly Pay Rate in each category is calculated by dividing the total hourly pay rate for all employees in the category by the actual number of employees in the category:

$$\text{AVERAGE HOURLY PAY RATE in the activity group} = \frac{\text{Total actual hourly pay rate rounded for all employees in activity group}}{\text{Total actual number of employees in the activity group}}$$

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (10 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	14	5	9	$16,699	$22,571	$13,436	$12.36	$14.28	$11.29
Nurse	2	0	2	12,123	0	12,123	8.50	0	8.50
Social Worker	0	0	0	0	0	0	0	0	0
Special Project Personnel	104	11	93	8,635	16,724	7,679	6.13	10.56	5.60
Clerk - Board of Trustees	6	1	5	21,941	28,995	20,530	10.72	13.90	10.08
Business Manager	4	3	1	27,141	35,374	2,442	14.05	17.27	4.40
Public Information	4	0	4	10,507	0	10,507	7.90	0	7.90
Office Clerical - District	143	5	138	12,273	9,077	12,389	6.50	5.34	6.54
Office Clerical - Elem.	140	0	140	7,626	0	7,626	5.88	0	5.88
Office Clerical - Sec.	159	0	159	9,436	0	9,436	6.07	0	6.07
Teacher Aide	698	8	690	5,144	4,170	5,155	4.62	4.81	4.62
Library Aide	116	1	115	7,062	15,803	6,986	5.52	10.70	5.47
Technical Services	14	14	0	16,388	16,388	0	7.84	7.84	0
Maintenance Supervisor	15	15	0	23,867	23,867	0	11.53	11.53	0
Maintenance Worker	131	131	0	15,606	15,606	0	7.52	7.52	0
Janitor, Custodian	520	406	114	11,298	11,507	10,552	5.80	5.82	5.72
Transportation Supervisor	15	13	2	12,544	12,202	14,764	7.98	7.82	9.05
Vehicle Operator	326	127	199	5,316	5,322	5,312	6.20	6.22	6.18
Attendance Officer	7	3	4	13,339	19,335	8,843	9.59	12.40	7.48
Other	57	31	26	11,870	17,041	5,703	7.34	8.92	5.45
Food Service - Supervisor	13	2	11	15,037	9,809	15,988	9.28	8.20	9.48
Food Service - Manager	120	0	120	6,773	0	6,773	6.10	0	6.10
Food Service - Cook	240	0	240	5,140	0	5,140	5.15	0	5.15
Food Service - Other	282	8	274	4,059	7,875	3,947	4.90	6.31	4.86
ALL ACTIVITIES COMBINED	3,130	784	2,346	7,909	11,905	6,573	5.73	6.68	5.42

SCHOOL DISTRICTS WITH 2,500 - 4,999 STUDENTS (11 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	3	0	3	$15,135	$ 0	$15,135	$10.20	$ 0	$10.20
Nurse	3	0	3	6,678	0	6,678	6.27	0	6.27
Social Worker	0	0	0	0	0	0	0	0	0
Special Project Personnel	23	2	21	8,291	17,660	7,399	6.29	8.90	6.04
Clerk - Board of Trustees	6	1	5	10,772	4,158	12,095	9.85	11.00	9.62
Business Manager	5	5	0	34,062	34,062	0	16.90	16.90	0
Public Information	1	0	1	15,995	0	15,995	7.60	0	7.60
Office Clerical - District	52	1	51	10,505	21,590	10,288	6.78	10.30	6.71
Office Clerical - Elem.	58	0	58	8,124	0	8,124	5.85	0	5.85
Office Clerical - Sec.	56	0	56	9,850	0	9,850	6.64	0	6.64
Teacher Aide	324	14	310	4,744	5,336	4,717	4.74	5.21	4.72
Library Aide	37	0	37	6,088	0	6,088	5.22	0	5.22
Technical Services	4	3	1	14,531	18,664	2,128	8.13	8.93	5.70
Maintenance Supervisor	11	11	0	21,237	21,237	0	9.97	9.97	0
Maintenance Worker	51	50	1	17,287	17,276	17,846	8.28	8.28	8.50
Janitor, Custodian	213	132	81	10,597	11,658	8,869	5.92	6.01	5.79
Transportation Supervisor	14	11	3	15,290	17,980	5,424	9.58	10.46	6.33
Vehicle Operator	186	72	114	4,228	4,266	4,205	5.93	6.14	5.80
Attendance Officer	4	0	4	7,463	0	7,463	5.45	0	5.45
Other	16	3	13	9,747	15,311	8,463	6.26	7.40	5.99
Food Service - Supervisor	6	0	6	13,185	0	13,185	8.00	0	8.00
Food Service - Manager	38	0	38	7,224	0	7,224	6.12	0	6.12
Food Service - Cook	230	0	230	4,886	0	4,886	5.04	0	5.04
Food Service - Other	20	4	16	4,042	6,017	3,549	4.56	4.65	4.53
ALL ACTIVITIES COMBINED	1,361	309	1,052	7,358	11,564	6,122	5.77	6.92	5.43

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	0	0	0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
Nurse	2	0	2	4,158	0	4,158	9.35	0	9.35
Social Worker	1	0	1	3,060	0	3,060	8.50	0	8.50
Special Project Personnel	9	1	8	6,297	983	6,962	9.29	6.40	9.65
Clerk - Board of Trustees	16	0	16	12,356	0	12,356	9.51	0	9.51
Business Manager	9	4	5	19,257	24,692	14,909	10.48	12.28	9.04
Public Information	0	0	0	0	0	0	0	0	0
Office Clerical - District	51	0	51	11,921	0	11,921	7.09	0	7.09
Office Clerical - Elem.	70	0	70	8,534	0	8,534	6.00	0	6.00
Office Clerical - Sec.	83	0	83	8,911	0	8,911	6.02	0	6.02
Teacher Aide	407	3	404	5,822	5,322	5,825	5.09	4.20	5.10
Library Aide	41	1	40	6,393	4,118	6,450	5.35	5.20	5.36
Technical Services	5	5	0	12,637	12,637	0	10.06	10.06	0
Maintenance Supervisor	24	24	0	18,534	18,534	0	9.15	9.15	0
Maintenance Worker	56	54	2	12,445	12,677	6,160	7.18	7.27	4.85
Janitor, Custodian	306	195	111	8,919	10,234	6,610	5.96	6.34	5.29
Transportation Supervisor	24	23	1	18,456	19,113	3,327	9.60	9.79	5.10
Vehicle Operator	400	185	215	4,326	4,230	4,409	6.80	7.03	6.59
Attendance Officer	2	0	2	5,784	0	5,784	4.60	0	4.60
Other	30	8	22	8,171	12,065	6,756	6.91	8.25	6.43
Food Service - Supervisor	26	3	23	11,180	8,143	11,576	7.57	8.07	7.50
Food Service - Manager	39	0	39	6,539	0	6,539	5.51	0	5.51
Food Service - Cook	229	0	229	5,165	0	5,165	4.98	0	4.98
Food Service - Other	41	1	40	3,324	396	3,397	4.52	5.50	4.50
ALL ACTIVITIES COMBINED	1,871	507	1,364	7,079	9,175	6,300	6.06	7.09	5.67

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (25 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	0	0	0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
Nurse	4	0	4	6,449	0	6,449	9.53	0	9.53
Social Worker	0	0	0	0	0	0	0	0	0
Special Project Personnel	5	3	2	3,334	738	7,228	6.60	6.40	6.90
Clerk - Board of Trustees	23	2	21	8,079	10,464	7,852	9.05	11.85	8.79
Business Manager	5	2	3	11,495	18,900	6,558	8.88	9.25	8.63
Public Information	0	0	0	0	0	0	0	0	0
Office Clerical - District	28	0	28	9,547	0	9,547	6.57	0	6.57
Office Clerical - Elem.	27	0	27	6,758	0	6,758	5.44	0	5.44
Office Clerical - Sec.	34	0	34	8,812	0	8,812	5.74	0	5.74
Teacher Aide	220	4	216	4,773	4,471	4,779	5.05	5.45	5.04
Library Aide	17	0	17	5,999	0	5,999	4.92	0	4.92
Technical Services	0	0	0	0	0	0	0	0	0
Maintenance Supervisor	18	18	0	14,580	14,580	0	8.14	8.14	0
Maintenance Worker	13	12	1	8,903	8,559	13,042	6.30	6.31	6.20
Janitor, Custodian	134	72	62	8,588	10,033	6,587	5.91	6.25	5.44
Transportation Supervisor	18	18	0	13,225	13,225	0	9.17	9.17	0
Vehicle Operator	177	69	108	4,084	3,797	4,268	6.79	6.91	6.71
Attendance Officer	5	3	2	4,580	5,289	3,516	6.00	6.40	5.40
Other	6	0	6	5,644	0	5,644	5.25	0	5.25
Food Service - Supervisor	20	0	20	7,716	0	7,716	6.27	0	6.27
Food Service - Manager	17	0	17	5,888	0	5,888	5.29	0	5.29
Food Service - Cook	98	0	98	4,904	0	4,904	4.96	0	4.96
Food Service - Other	23	0	23	3,702	0	3,702	4.80	0	4.80
ALL ACTIVITIES COMBINED	882	203	679	6,200	8,290	5,576	5.95	6.98	5.64

SCHOOL DISTRICTS WITH MEMBERSHIP OF LESS THAN 500 STUDENTS (42 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	1	0	$ 7,168	$ 7,168	$ 0	$32.00	$32.00	$ 0
Nurse	0	0	0	0	0	0	0	0	0
Social Worker	0	0	0	0	0	0	0	0	0
Special Project Personnel	4	2	2	3,955	861	7,049	6.50	6.40	6.60
Clerk - Board of Trustees	43	4	39	6,856	4,149	7,133	8.52	19.90	7.36
Business Manager	1	0	1	18,491	0	18,491	8.80	0	8.80
Public Information	0	0	0	0	0	0	0	0	0
Office Clerical - District	35	0	35	8,383	0	8,383	6.44	0	6.44
Office Clerical - Elem.	12	0	12	6,025	0	6,025	5.52	0	5.52
Office Clerical - Sec.	11	0	11	8,068	0	8,068	5.94	0	5.94
Teacher Aide	130	2	128	4,841	4,028	4,854	5.12	4.35	5.13
Library Aide	13	1	12	5,132	8,917	4,816	6.03	12.30	5.51
Technical Services	0	0	0	0	0	0	0	0	0
Maintenance Supervisor	7	7	0	12,954	12,954	0	8.11	8.11	0
Maintenance Worker	15	13	2	6,893	7,847	689	6.81	7.33	3.45
Janitor, Custodian	89	51	38	8,571	10,228	6,347	5.92	6.28	5.43
Transportation Supervisor	9	9	0	9,828	9,828	0	8.58	8.58	0
Vehicle Operator	110	62	48	3,773	3,554	4,056	7.45	7.58	7.29
Attendance Officer	0	0	0	0	0	0	0	0	0
Other	8	5	3	3,683	3,285	4,345	6.80	7.38	5.83
Food Service - Supervisor	10	0	10	7,872	0	7,872	5.95	0	5.95
Food Service - Manager	9	0	9	6,598	0	6,598	6.14	0	6.14
Food Services - Cook	60	0	60	5,033	0	5,033	4.97	0	4.97
Food Service - Other	26	0	26	2,947	0	2,947	4.49	0	4.49
ALL ACTIVITIES COMBINED	593	157	436	5,891	6,891	5,530	6.24	7.65	5.73

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap, in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973).

It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho, 83720, (208) 334-3301, or to the Director of Office for Civil Rights, Department of Education, Washington, D.C.